

William L. White

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Expertise

Bill White has more than 35 years of experience in the compensation and benefits field, including top leadership positions with national consulting firms such as Buck Consultants, Cap Gemini Ernst & Young, Towers Perrin, The Hay Group and Watson-Wyatt. Mr White is also the principal consultant for William L. White & Company, a company he founded and has operated since 1998.

Mr. White specializes in improving client company profitability through the development and implementation of business-driven executive incentive compensation arrangements.

Emphasizing high quality, creative, cost-effective work and the active participation of the client, his firm serves both publicly and privately held companies. Examples of typical assignments include:

- Developing an overall compensation strategy that supports business-driven organization requirements.
- Providing annual analyses of executive compensation effectiveness including competitive analysis of performance, pay, wealth accumulation, and the corresponding investor impact.
- Providing recommendations to the Board of Directors regarding appropriate pay levels for executive management.
- Providing independent recommendations for Board of Director compensation levels and pay components, including retainer, meeting fee and equity considerations.
- Developing supplemental retirement arrangements and/or employment contracts to support appropriate retention, succession and development of executive talent.
- Supporting turnaround efforts through unique and compelling executive and key management incentive arrangements.

Industries Covered

Mr. White has worked across all industry sectors and geographies. He has extensive experience with major Fortune 500 companies and large public entities as well as small high-growth public and private companies. Organizations for which Mr. White has provided consulting assistance include American Airlines, Amgen, Apple Computer, Bank of America, Borg-Warner, British Airways, CINTRA (Aeroméxico and Mexicana Airlines), Coca-Cola, Colgate-Palmolive, Congress of Micronesia, Daimler-Chrysler, Del Monte/Con Agra Foods, Dell Computer, Exxon Mobil, Farmers Insurance, Federated Investors, Ford Motor Company, France Telecom, Frank Russell Company/Northwestern Mutual, Gallo Winery, Los Angeles Metropolitan Transit Authority, Microsoft, New York City Health and Hospitals Corporation, Occidental Petroleum, O.P.I. Products, Overseas Private Investment Corporation, Paracelsus Hospital Corporation, Revlon, Samsung Electronics, Sun Company (Sunoco), Sun Microsystems/Oracle, Tribune Corporation, Union Bank, Visa International, Washington Water Power/Pentzer Corporation, WellPoint/Anthem Health Services, Xerox Corporation, and Yates Petroleum.

Professional Background

Prior to forming William L. White & Company in 1998, Bill White served as the worldwide leader of compensation practices for Cap Gemini Ernst & Young and The Hay Group. He was a Regional Principal of Human Resources and Compensation Services for Buck Consultants, Towers Perrin and Watson-Wyatt. In addition, Bill served as a Compensation Analyst for TIAA-CREF in New York City. He has served as an expert witness for litigation purposes in 48 cases at the Federal and State levels, principally in reasonableness of compensation and monetary damages cases. He has been a chief executive officer and board member of firms in the software, bio-pharmaceutical, knowledge management and electronic commerce areas. He holds a BA in English and Journalism from the University of Pittsburgh and attended the McCormick School of Architecture at Princeton University.

Mr. White has spoken at numerous professional association meetings. He has developed articles, presentations and webcasts for World at Work, Syngy Sales Performance Series, CFO.com, and Buck Consultants Insight-Out. He is a Certified Management Consultant (CMC), a Level IV Certified Change Management Consultant, and a member of the Strategic Planning Association. He has published over 30 articles on compensation-related topics.